

**BP MEDICAL AID SOCIETY
CONTRIBUTIONS AND LATE JOINER PENALTIES**

1. PREAMBLE

The Scheme provides cover to the Employees and retirees of the Employer, and to their registered Dependants. The total monthly contributions payable by or in respect of a Member in accordance with the provisions of Rule 13. shall be as indicated in this Annexure identified as Annexure A.

2. CONTRIBUTIONS FOR THE PERIOD 1 APRIL 2007 TO 31 MARCH 2008

INCOME BANDS	MEMBER RATE	ADULT RATE	CHILD RATE
0 – 680	147	103	33
681 – 1 380	456	321	116
1 381 – 1 760	635	454	161
1 761 – 2 250	726	513	183
2 251 – 2 750	846	587	207
2 751 – 4 150	903	615	218
4 151 – 5 400	971	667	238
5 401 – 6 800	1 045	731	256
6 801 – 8 200	1 110	781	275
8 201 – 10 850	1 180	838	285
10 851 – 16 350	1 233	872	304
16 351 – 23 150	1 280	903	316
23 151 – 28 500	1 324	934	329
28 501 – 34 000	1 368	961	342
34 001 +	1 415	994	357

3. CONTRIBUTIONS FOR THE PERIOD 1 APRIL 2008 TO 31 MARCH 2009

INCOME BANDS	MEMBER RATE	ADULT RATE	CHILD RATE
0-730	162	113	37
731-1490	501	353	128
1491-1900	697	498	177
1901-2400	797	563	201
2401-2950	928	644	228
2951-4450	991	675	240
4451-5800	1,065	732	262
5801-7300	1,147	802	281
7301-8850	1,218	857	302
8851-11700	1,295	920	313
11701-17650	1,353	957	334
17651-25000	1,404	991	347
25001-30750	1,453	1,025	361
30751-36700	1,501	1,055	376
36701+	1,552	1,091	392

- 3.1 The adult rate applies to the Spouse(s) and Partner(s) of a Member; and any other Dependant(s) of the Member aged 27 years and older other than a Dependant suffering from a mental or physical disability.
- 3.2 The child rate applies to a brother(s) or sister(s) of the Member; grandchildren of the Member and any other Dependant(s) of the Member under age 27 years; including a Dependant suffering from a permanent mental or physical disability.
- 3.3 Contribution rates for child dependants are only levied on the first three children.
- 3.4 The above contribution table reflects the total contributions payable to the Scheme by and/or in respect of Members.

4. LATE JOINER PENALTIES (Contribution penalties for persons joining late in life)

4.1 A late joiner is a new Member or a Dependant who is 35 years of age or older when he/she joins the Scheme and who has not enjoyed creditable coverage after the age of 35 years as provided for in Rule 4.19. However, the following people will not be regarded as late joiners:

4.1.1 if a person enjoyed coverage with one or more medical schemes before 1 April 2001 without a break in cover of more than three consecutive months since 1 April 2001, or

4.1.2 if the effective date of commencement of an Employee's membership of the Scheme coincides with the date of commencement of employment with the Employer. This exemption will also apply to the Spouse, Partner and/or Child of the Member, provided that the effective date of the commencement of the Dependant's membership of the Scheme coincides with the date of the Member's commencement of employment or the date on which the Dependant first becomes eligible to join the Scheme, whichever is the later date.

4.2 Premium penalties in addition to the contributions detailed in this Annexure A may be applied in respect of late joiners as determined by the Board. Such penalties shall be applied only to that portion of the contribution relative to the late joiner and shall not exceed the following bands:

Penalty Bands	Maximum Penalty
1 – 4 years	0.05 x contribution
5 – 14 years	0.25 x contribution
15 – 24 years	0.5 x contribution
25 + years	0.75 x contribution

The following formula shall be applied to determine the applicable penalty band:

$$A = B \text{ minus } (35 \text{ plus } C)$$

Where:

A = number of years to determine appropriate penalty band

B = age of the late joiner at time of application

C = number of years of creditable coverage which can be demonstrated

- 4.3 Should a late joiner penalty already have been imposed and evidence of creditable coverage is produced thereafter, the penalty shall be recalculated and such revised penalty shall be applied from the time that such evidence was produced.
- 4.4 If a Member or Dependant is unable to obtain documentary proof of substantiate periods of creditable coverage, he shall be entitled to produce a sworn affidavit declaring such detailed information and that reasonable efforts to obtain documentary evidence of such periods of creditable coverage were unsuccessful.